

Local 201 is an amalgamated local representing approximately 1,600 members employed by GE River Works (Lynn), Ametek Aerospace (Wilmington), LWWTP (Lynn), Avis-Budget Group (East Boston), Avis (Boston/Cambridge), FleetLogix (East Boston), the Saugus Public Library (Saugus), the NSLC (Lynn) and thousands of lifetime Retiree members across the country. www.local201.org

Vol. XCII

PERIODICALS POSTAGE PAID AT LYNN, MASS.

JANUARY 14, 2025

USPS 171-720

Number 1

EDITOR
Jefferson Cruz Ruales

MANAGING-EDITOR
Tom O'Shea

Subscription
\$1.00 Per Year

Published By
IUE-CWA Local 201, AFL-CIO
Tel: (781) 598-2760 Fax: (781) 595-8770 70

Across GE All Eyes on Contract 2025

2025 is here and our contract campaign is now in full gear! The contract expires at the end of June and covers the following GE Aerospace sites: Madisonville, KY, Lynn, MA, Strother Field, KS and Niskayuna, NY. With the less than 6 months before contract expiration, there is a lot of work to do to prepare across all our sites.

The first hurdle of the campaign is the distribution and collection of surveys, these results are currently being tabulated. We will have the results by the next edition of this newspaper where it will be clear what the demands from the shop floor are. There will be more information flowing into the hands of the membership in the coming weeks as the campaign newsletter makes its way through the plant, currently there is one edition on the floor with the next one coming in early February. This is the centralized location for all information regarding the contract and all the sites contribute to its content.

The bargaining committee is now meeting on a weekly basis. The Campaign

Chairs have also been meeting on a weekly basis and gathering with captains across all the sites on a regular basis. These meetings have served to continue building our internal structures and solidifying our united front. The discussions are lively and the tone is incredibly positive, this is the energy that will soon spill onto the floor as we begin holding rallies, and rolling out actions.

In the coming weeks pay particular attention to the information that your captains and stewards are distributing, they are your most reliable source of information. As always it is the membership that is the pillar that will carry this campaign so it is vital that our communication flows smoothly, and that our energy is directed correctly. As we continue to build up momentum, always keep in mind that our greatest strength is our unity and our solidarity, and when it is time to act, do not be afraid to stand next to your union brothers and sisters to let the Company know what we are made of.

Park City Mountain Ski Patrol Walk Off the Job



Top Cut:

The Park City Professional Ski Patrol Association (PCPSPA), Communications Workers of America (CWA) Local 7781 members who work at Park City Mountain are on an unfair labor practice (ULP) strike against Vail Resorts.

Why It Matters:

After nine months of bargaining and four ULP charges filed against Vail Resorts in December 2024 alone, approximately 200 patrollers and safety staff are now on the picket line until they get a fair deal on wages. The Union is fighting for a \$2 increase in base hourly wages and higher compensation for the most experienced ski patrollers in order to help workers handle the high costs of living in the Utah town. Despite Park City being the largest ski resort in the entire country, so far, management is still refusing to offer them a fair wage package.

"We are asking all of you to show your support by halting spending at Vail Resorts properties for the duration of this strike," PCPSPA said in a social media post. "Do not purchase day tickets or food from Vail-owned dining. Do not use Vail-owned rental shops or retail stores. Do not stay in Vail-owned hotels. Instead, buy and support local businesses! We did everything in our power to avoid this work stoppage. Our goal has been and continues to be to secure a fair contract."

Local 201 Children's Christmas Party a Big Hit

The Local 201 Activities Committee, led by Yanitza Thomas held another successful Children's Christmas party this year. Held at the Lynn YMCA the day was perfect for a visit from St. Nick (thank you Bobby Eldridge). The Activities Committee with help from the Lynn English Cheerleaders and many volunteers made it look easy. The Children's Christmas party is a long standing tradition at Local 201. It is a chance to give back to the community and for our members and retirees to plan a holiday activity with their family. Raffle winners included: Sam Sanches for the PS-5, Juan Rojas won Beat headset, Kat won the TV and Jennifer Ventura the 50/50. Again thank you all for attending and making this year's party a success.



Next Local 201 Membership Meeting January 28, 2025 - See page 4

- * Workers' Compensation
- * Social Security Disability
- * Accidents

Law Offices of James J. Carrigan



Lisa A. Carrigan has joined the firm as Of Counsel.

James J. Carrigan
(Former member Local 201 and Lynn Teachers Union)

Anne Gugino Carrigan
(Former member AFSCME)

15 Johnson St., Lynn, MA 01902
(across from Lynn District Court)

Tel. (781) 596-0100
Fax (781) 592-7555



Free consultation.
*No fee unless successful.
jimcarrigan@jamescarriganlaw.com

Service Directory

As a service to our members and retirees, Local 201 offers classified ads at minimal rates. We encourage members to consider their brothers and sisters when hiring for odd jobs. These ads do not imply any endorsement or guarantee of workmanship by Local 201.

Fix-A-Brick
Foundations - Stairs - Chimneys - Walkways - Repairs
Call 978-239-9801 Ted Crowley

Clean Outs/Estate Sales/Junk Removal
We remove trash for a fee.
Also will consult to liquidate your estate.
781-215-3974 Text Preferred

Joe Foley - Handyman Services
Interior, Exterior, Full Remodeling, Windows, Doors, Decks, Painting, Kitchens, Bathrooms, Tile...
We do it all!
978-210-0700 • ilandpro@yahoo.com

Mark & Robin's Comics



CHIROPRACTOR

Dr. Joseph J. Dowling
341 Western Ave., Lynn, MA 01904
(781) 596-0700
www.drddowling.com



- Neck & Back Pain • Sports Injuries
- Sciatica • Auto Accidents
- Muscle Strains • Work Accidents
- Leg/Arm Numbness
- Repetitive Stress Injuries • Carpal Tunnel Syndrome

Complimentary Exam and Evaluation for GE, AMETEK, Veolia at Lynn Wastewater Treatment Plant, and/or Local 201 IUE Members

Employee Assistance Program Support

For more information please call the Employee Assistance Team Local 201/GE Working Together. Located at the Medical Center and IUE CWA Local 201 Union Hall.

Local 201: Derek White 781-584-7641
Optum EAP: Laura O'Neal 763-330-4942

All calls are strictly confidential.



Print your ad on this form.

Mail to: Service Directory, IUE-CWA Local 201,
112 Exchange St., Lynn, MA 01901.

Enclose Payment:

For active members & retirees: \$5 per issue or \$50 per year

TITLE _____
 25 _____
 WORD _____
 LIMIT _____
 PHONE # _____

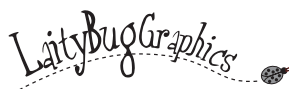
Your Name Amt. Enclosed

Your phone # Circle: active or retired Date mailed

Printed published by
The Golden Manet Press
Quincy



Layout Design by



SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE retiree Al Howard on his recent death. Al was an EDM operator who retired in 2008 after 40 years with the Company.

"IUE-CWA Local 201 News" (USPS 171720)

"Published monthly." \$1.00 a Year

Published by: Local 201 IUE-CWA (AFL-CIO)
112 Exchange Street, Lynn, MA 01901

Periodicals Postage Paid at Lynn, MA
POSTMASTER: Send address changes

to "IUE-CWA Local 201 News," 112 Exchange Street, Lynn, MA 01901



Publication of an advertisement does not constitute endorsement or approval of any product or service advertised, or any point of view, standard, or opinion presented therein. IUE-CWA Local 201 is not responsible for any claims made in an advertisement appearing in its publications.



Union News

By FRED HOGAN

Chief Steward Lynn Wastewater Treatment Plant

Welcoming the New Year at the Lynn Regional Wastewater Treatment Facility with IUE-CWA Local 201

As we usher in the New Year, the Lynn Regional Wastewater Treatment Facility is proud to celebrate with our hardworking members from IUE-CWA Local 201 in Lynn, MA. This year promises progress, collaboration, and new beginnings as we continue our mission to serve the community and protect our ocean.

New Leadership and Teamwork

To start, I am excited to welcome **Chris Remillard** as our new Operations Shop Steward. Chris joins the leadership team and will work alongside me, **Fred Hogan**, Chief Steward, and **Cory Scott**, O&M Steward, as we prepare for upcoming contract negotiations with Veolia Lynn. Chris brings enthusiasm and dedication to his new role, and we are confident his contributions will strengthen our efforts in the months ahead.

Welcoming New Members

It's also a pleasure to recognize our new hires from 2024: **Bobby Evangelista**, **Kian Breslin**, and **Ricardo Felician**.

These gentlemen recently completed their first bidding process, selecting new shifts for the upcoming year. Welcome to Local 201! Your hard work and commitment are already making an impact, and we look forward to seeing your continued growth within our team.

Additionally, we extend a warm welcome to our new electrician, **John Alfama**, who joined us in 2024. John has already proven

himself to be an outstanding co-worker and a valuable addition to our team. His expertise and professionalism exemplify the spirit of Local 201, and we are fortunate to have him on board.

Progress at the Treatment Facility

Construction projects continue at the Lynn Regional Wastewater Treatment Facility as we work to enhance our operations. One significant milestone we are excited about is the expected completion of the new bar screen, which we hope to bring online this month. This upgrade will improve efficiency and further support our mission of maintaining clean water and protecting our ocean.

Looking Ahead

As we begin this new year, our team remains steadfast in our commitment to serving the Lynn community with excellence. Whether through ongoing facility improvements, strong leadership, or welcoming new talent, IUE-CWA Local 201 is ready to tackle the challenges ahead. Together, we will continue to ensure the success of our operations and the health of our environment.

Thank you to all our members for your dedication and hard work. Here's to a successful year ahead for Local 201 and the Lynn Regional Wastewater Treatment Facility.

Sincerely,
Fred Hogan

UNION PLUS SCHOLARSHIP AWARDS HONOR ACHEVEMENT AND UNION VALUES

Application Deadline: January 31, 2025.

Visit: <https://www.unionplus.org/benefits/education/union-plus-scholarships>

In 2024, 209 union members and union family members have been awarded \$200,000 in scholarships, ranging from \$500 to \$4,000. Since 1991, the Union Plus Scholarship Program has awarded more than \$5.6 million to students of working families who want to begin or continue their post-secondary education. More than 4,000 families have benefited from our commitment to higher education.

The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

Eligibility

Current and retired members of participating unions, their spouses and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one-year membership minimum must be satisfied by May 31 of the scholarship year. See more details on eligibility in the tab below.

Evaluation Criteria

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended. The required essays can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators.

Application Timeline

Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Noon) Eastern Standard Time on January 31st of the scholarship year. Applications received after this deadline will not be considered.

Scholarship Award Amounts

Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2025. Students may re-apply each year.

Isaiah's Award

Isaiah's Award was created to honor the exceptional life of Isaiah C., a beloved child, fostered and adopted by a current, long-time employee of Union Plus. Isaiah was a smart, talented, spiritual, generous and kind young man. It is our wish that his gentle spirit live on, in part, through this namesake scholarship.

Applicants for Isaiah's Award must have a special connection to the foster care system, and will be asked in their application to describe their personal, employment, volunteer experiences, or career goals related to the foster care system.

Award Date

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first week of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the award list is posted. Please note that due to the volume of applications we cannot provide any information on the status of an application before award announcements are made.

Outstanding Scholarship Recipients

The students selected for university, college, trade or technical school scholarships represent a wide sampling of backgrounds, union affiliations, goals and accomplishments. The selection process is very competitive since we receive over thousands of applications each year.

The Union Plus Education Foundation

With the help of donations from union supporters, the Foundation can help even more union families attain their education goals. Learn more about the Union Plus Education Foundation <https://www.unionplus.org/page/union-plus-education-foundation>.



Get Money for School

IUE-CWA Has several scholarships available for the 2025-2026 school year

The scholarships are available ONLY to IUE-CWA members and their families.

For eligibility and application, go on-line to IUE-CWA.org.

You will find scholarships by clicking on the scholarship slide on the top of the main IUE-CWA web page. Please note: eligibility requirements vary for individual scholarships. Essays are required.

Applications will ONLY be accepted on-line!

Application deadline TBD

OPEN POSITIONS

Listed Below are Open Positions as of January 1, 2025

Lynn Wastewater Treatment plant.

You can apply for these jobs at veolianorthamerica.jobs.net/
1 O&M Technician

Lynn GE

You can apply for these jobs at GECareers.com

2 AAEMS • 2 Control Repair Technician
1 HVAC Technician • 2 Material Handlers • 1 Plumber
2 Power Plant • 1 Punch Press • 1 Servicer

Saugus Public Library

You can apply for this job at 781-231-4126

Part Time Administrative Assistant



Saugus Public Library

By JACKIE MILLER
Chief Steward Saugus Public Library

What Is a Union Steward?

Or, Why am I Doing an Extra Job for No Pay?

Recently, I had to explain my role to a new employee and later to a long-standing member of the Saugus Public Library, a unit of Local 201. Afterward, someone asked me why I am a steward when all he could see I got out of it was a hoodie with our union's name and logo.

So, what is a union steward? A union steward is the workplace's union representative. To be a steward/union representative involves playing multiple roles: employee advocate, communicator with management, font of information for employees, contract enforcer to management and contract reminder to employees, and the (usually) willing listener for employees.

As an employee advocate, we'll go to bat for our fellow employees to the best of our abilities, but we aren't the genie in the bottle granting wishes.

Communicator with management: Discussing a problem and exploring possible solutions acceptable under the contract and governing rules and laws saves a lot of wear and tear on management and the steward if a steward has the luxury of working with rational managers. If not, we communicate with management using negotiations, grievances, demonstrations, and job actions backed up by our coworkers, showing their support of the union leaders and each other.

Contract enforcer to management and contract reminder to employees. Yes, both sides have contractual rights and obligations, no matter how often a few on both

sides forget this fact. When a steward has to remind fellow union members that we also have obligations to fulfill, you can be sure the steward knows they will not be getting a pat on the back for a job well done.

Your steward will listen to you but may not always be able to give you the answer you want. If you tell us what your problem is--even if it lies outside our domain--we may know of resources to help you, or we can ask the union officers if the union can help. In return for our listening to you, stewards need you to listen to us when we are trying to help you.

So why am I steward, other than for the hoodie mentioned above? I am the steward because I worked at the library before there was a contract or a union to protect us when the Town closed the library, and the only recourse to a problem with management was to quit or suffer. I did not receive a raise in the first five years I worked at the library, nor did I get any benefits. The union saved my job and that of another long-term employee when a director who disliked us tried to lay us off during the economic crisis during the Bush administration and keep her favorites. The union has protected employees when unexpected events have occurred. I know what the union has done for me and my coworkers. I am a steward because I understand the value of working with fellow union members to help each other. Either we stand together, or we fall alone.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to Ametek retiree Carol Cormier on the recent death of her brother David. Carol was Steward and Trustee at local 201.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE retiree Richard Coviello Jr. on his recent death.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE retiree Joseph St. Clair on his recent death. Joe was a machinist at GE for many years.

GE Stewards Council

February 11
Building 40 Break Room
8am-9am and 4pm-5pm
Please let your boss know you'll be on union business for the hour.
This meeting is open to all Stewards at GE.

"Shoptalk"

Coffee with GE Union E-Board

February 20
Building 40 Breakroom
3rd Shift: 5:00 am
1st Shift: 11:42 am
2nd Shift: 5:00 pm

OFFICIAL NOTICE

LOCAL 201 IUE-CWA (AFL-CIO)

COMBINED SHOP STEWARDS & MEMBERSHIP MEETING AND HOLIDAY PARTY

JANUARY 28, 2025

IN PERSON AT THE
IUE CWA LOCAL 201
UNION HALL
112 EXCHANGE STREET
LYNN, MA 01901



OR VIA ZOOM

<https://shorturl.at/t6Hoj>

FIRST SHIFT 3:30 P.M.
SECOND SHIFT 12:30 P.M.
THIRD SHIFT MAY ATTEND EITHER MEETING.

AGENDA:

- I. FEATURED PRESENTATIONS:
 - 1. 30+ YEAR PIN AWARDS
 - 2. SWEARING IN OF NEW MEMBERS
- II. GENERAL BUSINESS:
 - 1. MEETING MINUTES FROM PREVIOUS MEMBERSHIP MEETING
 - 2. POLICY BOARD
 - 3. TREASURER'S MONTHLY FINANCIAL REPORT
- III. GE REPORT
- IV. AVIS/BUDGET GROUP REPORT
- V. AMETEK REPORT
- VI. VEOLIA WATER REPORT
- VII. SAUGUS LIBRARIANS REPORT
- VIII. FLEETLOGIX REPORT
- IX. NEW BUSINESS
 - 1. VOTE ON VP ELECTION TIMELINE

Signed,

ADAM KASZYNSKI, President
JEFFERSON CRUZ RUALES, Business Agent



Machinist Training Opportunity

The E-Team machinist training program is currently recruiting and accepting applications for its next class. We are looking for motivated people who want to change their lives by learning to work in a highly technical field that offers strong employment, good wages and benefits, and a career with opportunities for growth. Students are enrolled tuition free in our demanding 5.5-month training program. Classes are Tuesday, Wednesday, and Thursday nights 6pm-9pm and Saturdays 7am-3pm. Applications may be submitted on our website: www.eteamhome.net

Facebook.com/ETeammachinisttraining
Call us at 617-699-1071

The E-Team is associated with the Essex County Community Organizations, IUE-CWA Local 201, and the Boston Tooling and Machinist Association.



201 Retiree's Column

By ALEX BROWN
President of the 201 Retirees Council

Happy New Year everyone!

Join us at our New Year's holiday party January 22 in person at the Lynn Housing Authority and on zoom. Hope to see you there!

January has been very busy with the new benefit phone numbers and websites. Because GE split itself into three companies it created all new benefit sites. It has not been going smoothly for many retirees. Where before we had just one number the Pension Benefit Inquiry Center that frequently was helpful, we now have two different numbers. One for pension (Fidelity) and HRCentral (Alight) for life insurance and other benefits.

Retirees have told me about scratchy connections, dropped calls, difficulty understanding reps. Some have tried to negotiate the new websites but have difficulty getting help from the phone lines. The reps are new as well since Alight moved their operation from Canada to India. The elaborate verification system has been difficult and sometimes just doesn't work.

Some folks have called about changes in pension amounts. This is not supposed to happen. But life insurance products can go up based on age which

can cause higher deductions. It's possible to see your 2024 pension payments in HRCentral but not on NetBenefits yet. That helps you figure out why your net pension amount might have gone down.

I've reached out to GE contacts about these issues. One thing I've thought of that would help would be a way to get help from the US based team when you can't understand the rep in India. We'll talk more about it at our retiree party January 22.

I've gotten a lot of calls about VIA benefits mailings. They have sent out a reimbursement guide for the RRA \$1000 Retiree Reimbursement Accounts. And their website and phone numbers have changed as well as the reimbursement claim forms for those who use them. This is all due to GE splitting itself into 3. The basic process for getting your benefits whether online, on the phone, or cell phone is not supposed to have changed.

Below I've included a list of the phone numbers/websites that are new in January. As always call with questions and issues and we can work together. Alex at 617-922-5573.

New Phone Numbers and Websites for Retirees

GE Pension Benefits (Fidelity) Pension, Retiree Savings Program	877-554-3777 Netbenefits.com
GE HR Central HR, Survivorship, Life insurance	844-477-2200 HRCentral.geerospace.com
VIA benefits Admin for GE post 65 benefits	844-876-6370 My.viabenefits.com/geerospace

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE retiree Alfred Guillete on his recent death. Al worked in bldg. 66.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE retiree Alexander Steward Morrison on his recent death.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE retiree Thomas Mayo on his recent death. Tom was a GE machinist.

SYMPATHY

The Sympathy of IUE-CWA Local 201 Officers, Executive Board, Retirees and Staff is extended to the family and friends of GE retiree Richard Roach on his recent death.

IUE-CWA Local 201 RETIREES COUNCIL MEETING NOTICE

Wednesday January 22
 11:00 AM

In Person at the Lynn Housing Authority Community Room
 10 Church Street, Lynn and on Zoom

Join Zoom Meeting
 (Limited Zoom Available)
<https://us02web.zoom.us/j/86199516446>

Meeting ID: 861 9951 6446
 Passcode: 153283
 Call in: + 646 558 8656

**For more info call Alex Brown:
 617-922-5573**

Alex Brown, President
 Gregg Johnson, Financial Secretary

VET-TO-VET SUPPORT CONNECTION



Veteran run support network.

-No VA BS -No paperwork -No hassle

Just Veterans helping Veterans

Call: 781-584-7641 and be connected with another vet.
 Strictly Confidential

Run and supported by IUE-CWA Local 201 Veteran's Committee

Local 201 IUE-CWA Lynn, MA

JOIN RETIREES FOR A
New Year's
 LUNCHEON

JANUARY 22 AT 11:00 AM

\$5 PER PERSON
 LYNN HOUSING AUTHORITY
 10 CHURCH ST. LYNN, MA

*
 Rsvp by January 15
 to Dave Bjorkman
 781-334-3327
 *

LOCAL 201 RETIREE COUNCIL

IUE-CWA LOCAL 201 ELECTION SPECIAL SUPPLEMENT

Please Pull This Section and Save



OFFICIAL ELECTION NOTICE SPECIAL ELECTION March 25, 2025

The term of the office for the position of Vice President/Recording Secretary shall be for the remainder of the currently unexpired term ending with the following General Elections in October of 2026

THE ELECTION COMMITTEE WILL BE ACCEPTING NOMINATIONS FOR THE FOLLOWING POSITIONS:

OFFICERS (ONE MEMBERS)
Vice President/Recording Secretary

Signed,

Dan Dinan, Chairperson
Election & Jurisdiction Committee

OFFICIAL ELECTION NOTICE SPECIAL ELECTION March 25, 2025 ELECTION SCHEDULE

- Tuesday, January 14, 2025 – Newspaper Election Rules and Procedures published.
- Tuesday, January 28, 2025 – Membership Meeting: Vote on All Election Rules & Procedures
- Wednesday, January 29, 2025 – Nominations open @ 8:00 am
- Thursday, February 13, 2025 – Nominations close @ 5:00 pm
- Wednesday, February 12, 2025 – Candidates wishing to have a photograph taken at the Union Hall can do so from 8:00 am – 5:00 pm.
- Thursday, February 13, 2025 – Readers and photograph submission close @ 5:00 pm. Readers maximum of 300 words only.
- Wednesday, February 12, 2025 – Withdrawals close @ 5:00 pm.
- Tuesday, February 18, 2025 – February Edition of Newspaper will contain Candidate Readers and Photos.
- Tuesday, March 25, 2025 – “ELECTION DAY” 6:00 am-5:00 pm

Signed,

Dan Dinan, Chairperson
Election & Jurisdiction Committee

CANDIDATE’S READER / PHOTO

CANDIDATE READERS - Candidates may submit a reader to the Election Committee, the following Rules & Procedures apply:

1. Readers must be submitted to the Election Committee no later than Thursday February 13, 2025 at 5:00 pm. The candidate will be required to complete and sign a reader form and attach it to the reader.
2. Readers must be limited to 300 - words, strictly enforced. All words exceeding the 300th word will be edited out.
3. Text of the reader should be limited to the candidate’s qualifications, background, platforms, etc.
4. The reader should not be used to derogate other candidates.
5. Word count does not include the header i.e., “John Doe candidate for President” or “signed, John Doe” in word count. The body of the reader will be used to determine word count.
6. Readers must be double spaced, written or typed.
7. If readers are handwritten, they must be neat and legible.

CANDIDATE PHOTOS

Candidates may submit a photo or have their picture taken at the Union Hall.

The following Rules & Procedure apply:

1. If a candidate submits their own photo, the photo must be submitted to the Election Committee no later than Thursday February 13, 2025, at 5:00 pm. The candidate will be required to complete and sign a photo form, which is to accompany the photo. Do not staple or tape photo to form.
2. Photos may be submitted in print or electronic form.
3. If a candidate wishes to have their picture taken at the Union Hall, he/she may do so. Pictures will be taken on Wednesday February 12, 2025, from 8 am – 5 pm. Candidates will choose photo to be used at the time of photo shoot.

FAILURE TO COMPLY WITH THE CANDIDATE’S READER & PHOTO RULES & PROCEDURES MAY RESULT IN YOUR READER OR PHOTO BEING DENIED.

IUE-CWA LOCAL 201 CONSTITUTION ARTICLE VIII OFFICERS

Section D. Eligibility

No individual shall be eligible as a candidate for any elected office provided for in this Article, unless such individual has been a member in good standing of the Local Union for two (2) consecutive years at the time when nominations for each election close.

ARTICLE XII ELECTION OF OFFICERS AND EXECUTIVE POLICY BOARD

Section B. Candidates - Nomination

Candidates shall be nominated by obtaining (on official nomination papers provided by the Union Office) the following signatures from their respective jurisdictions.

Union Wide Office: 50 members



IUE-CWA LOCAL 201 SPECIAL ELECTION NOTICE
SPECIAL ELECTION
March 25, 2025
ELECTION RULES AND PROCEDURES

- 1. All Election Rules and Procedures will be acted upon at the January 28, 2025 membership meeting. Any changes that are made concerning these rules and procedures will be published at least seven (7) days preceding the election.
2. Eligibility of nominees will be determined by the Election Committee, after the close of the nomination period.
3. Nominees who are declared ineligible must be notified promptly. Appeals or withdrawals must be made in writing to the Election Committee, no later than three (3) working days after receiving notice.
4. The Election Committee shall determine the date, hours and place of such election in time for mailing or publication in the Local 201News Organ.
5. The Election Committee shall conduct the election and make all election arrangements that are required.
6. All members who are in good standing shall be eligible to vote in any election.
7. The election shall be by secret ballot. The ballot shall designate the number of candidates to be elected and the candidates shall be listed in alphabetical order.
8. The Election Committee may call upon members to assist in the election process. A member shall not serve as both poll worker and teller or serve as either if they are a candidate in the election.
9. The tallying of ballots shall be by tellers under the direction of the Election Committee Chairperson. The tellers shall be appointed by the Election Committee and approved by the Executive Policy Board.
10. Tallying of the ballots shall begin immediately after the polls are closed and may be observed by any member in good standing of the Local. Ballots with stickers or other designations of persons who are not official candidates shall be null and void.
11. After the completion of the count, the Vice President/Recording Secretary shall preserve all ballots and records that pertain to the election. All ballots and records are to be kept under seal for one (1) year following the election or until any disputes regarding the election are disposed of, whichever is longer.
12. The Chairperson of the Election Committee shall deliver immediately to the editor of the official news organ of the Local the official results of the election. The Chairperson shall report the final tabulation of the vote cast, plus the number of blanks and/or mutilated ballots to the membership at the next membership meeting.
13. The election must be conducted without manipulation or taint and be in compliance with the requirements of Federal Law.
14. Objection(s) by any bonafide candidate(s) who believes an election was conducted in violation of Local 201's Constitution and/or Federal Laws, may file them in writing with the Election Committee. The objection(s) must be filed within five (5) working days of the official election results. If, after an investigation, the Election Committee upholds the objection, it may order a recount or a new election. The Election Committee shall report out their findings within two (2) regular membership meetings. The candidate(s) involved in the objection(s) shall have the opportunity to appeal the findings to the Membership, and the Membership may order a new election.
15. Stewards, Members in good standing and Poll workers are deemed as observers in their respective areas for the election.

Signed,

Adam Kaszynski (handwritten signature)

Adam Kaszynski, President

Jefferson Cruz Ruales (handwritten signature)

Jefferson Cruz Ruales, Business Agent

Dan Dinan (handwritten signature)

Dan Dinan, Chairperson Election & Jurisdiction Committee



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FREE PARKING

EVENING AND SATURDAY HOURS



Researchers at Harvard's Ash Center want to hear from IUE-CWA Local 201 members about how union membership affects your views on voting and democracy. They're running confidential interviews, on Zoom, that take less than an hour and are scheduled at your convenience.

Interested?

Email Eli Melendrez at emelendrez@hks.harvard.edu

All participants receive a \$50 Visa gift card



Local 201 Children's Christmas Party 2024



FleetLogix Chronicles: The Good, The Bad, and The "What The Heck?!"

By KHALIL SADDIQ
Chief Steward FlexLogix

This article is a continuation from the December issue:

Hey Team,

Accountability Risks: If You Can't Measure It, Does It Even Count?

Observation: Metrics. We don't have enough of them, and that's a problem. It would be great if the crew knew the production quota for the day and knew if they hit or missed it and why.

Reality Check: Right now, we're driving blind. We have no idea if we are hitting our marks, improving or if we are failing, what's our numbers?

Recommendation:

- Time for some real KPIs. (key point indicators) We should be tracking things like productivity, employee satisfaction, safety compliance, and turnover rates. If the numbers are bad, fix it. If they're good, celebrate.
- And we need a way to hear from you all. An anonymous feedback system could help—so you can share what's really going on without worrying if HR is reading your mind.

JEDI Solutions: A Little Justice, Equity, Diversity, and Inclusion Never Hurt Anyone

1. **Justice:** Let's ensure fairness in things like shift assignments. No more favoritism. We want an even playing field, not the Hunger Games.
2. **Equity:** Wages should reflect our hard work. Also, language support is a no-brainer—no one should be left out of the loop because of a barrier that's fixable.
3. **Diversity:** Let's actually celebrate our diversity. How about we start organizing some employee gatherings to get to know one another better.
4. **Inclusion:** ERGs (Employee Resource Groups) could provide employees with the right resources to improve their pathway to success.

If you have any questions, concerns or would like to learn how you can become a steward, please reach out to me as soon as possible.

Khalil Saddiq
Union Steward



Health & Safety Notes

By CARMEN DEANGELIS

Local 201

Health & Safety Director

Management of Change

As more process changes, machine moves, Robots, Lasers, floor design changes, and maintenance shop modifications are being introduced on the shop floor, Management of Change standardized use is needed on site, and is a **written company policy**. Condensed **definition**: MOC is a process for preventing or mitigating business losses including degradation of safety, health or environment as the result of **changes** made to how you construct, operate, manage, or repair your facility or your processes.

MOC is fundamentally covered under OSHA 29 CFR 1910.119 as:

"The employer shall establish written procedures to manage changes (except for "replacements in kind") to process chemicals, technology, equipment, and procedures; and, changes to facilities that affect a covered process."

NIOSH uses "PtD" or Prevention thru Design which we basically have here in Lynn.

Many of the worst industrial accidents in recent history have as a root cause the failure of the MOC process.

We must identify what constitutes a "change" we wish to manage; lack of clear definition can cripple the programs effectiveness and create loopholes. A few examples of MOC are:

- Addition, modifications, or additions to new process equipment or critical business systems (including software)
- Changes in maintenance procedures
- Alterations to safety systems (interlocks, fire suppression, etc.).

What about temporary changes? There is no more permanent change than a "temporary change" which escaped the MOC process. Of all the uncontrolled changes that occur, "temporary" changes are the most frequent causes of accidents and near miss/incidents.

Then there's the "But we aren't making a real modification, just making it a little better". Well intentioned minor improvements rank as the second largest cause of incidents that fall under the failure-of-MOC category.

There is the classic "I we don't have time for MOC, this is an emergency!". During an emergency is exactly when the self-discipline imposed by a well-established MOC process is necessary. If we are experiencing frequent failures that require midnight part substitutions and work arounds, then our challenge is not to ignore MOC but rather drive our programs in place designed to eliminate chronic failures with standard work procedures and

preventative maintenance.

"The approval process takes too long, we can't get anything done".

Again... MOC is a documented GE company written policy requirement. In 2020, one of the biggest mistakes we made when attempting to improve the program was getting away from the "Orange Tag" and going to an "orange sleeve with a checklist". The Orange Tag was for many years recognized and fulfilled OSHA "notified affected employee's" "that I call members. Now people are in the dark..." hey is there MOC for this machine move? Reply: It's in the system... .OK... Members on the shop floor don't have a clear view of the changes to their work environment without an Orange Tag, similar to LOTO where the RED tag clearly shows the machine is being controlled by maintenance and under zero energy status. I have seen instances where an orange sleeve has been posted with a checklist correctly, but as a site we just are not there meeting MOC requirements in a standardized way.

Reinstate Orange Tag, bring back MOC meetings across the business, review ownership of projects. For new machine moves, add maintenance input to save time and money.

I believe Local 201 maintenance input is critical since they are often doing the work and know from experience. Too often I hear maintenance members say, "They should have asked me first".

Despite our best efforts, MOC won't catch every problem, but risk management is about changing the odds in our favor.



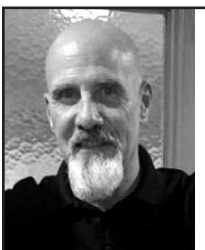
EMPLOYEE ASSISTANCE PROGRAM

By DEREK WHITE

EAP Director

Happy New Year! I hope everyone had a great holiday season and I wish you all the best in 2025. Although I have not made any New Year resolutions I have made some new year intentions. On this short list there are a few things I believe we could all benefit from and that is to slow down and be present. When I say slow down, I mean in our day-to-day activities. We are always rushing around anxious to move on from one thing to the next. We dread Mondays, always wishing it was Friday and then we ask ourselves where all our time went so fast. Slow down and be present in the moments we are in. Time moves at the same speed, as much as we want it to speed up or slow down. When we do have some down time, we are usually thinking of the past, the future, or lost in our phones. Be present, take in your surroundings, and do your best to enjoy each moment. Perhaps you are practicing Dry January this month. Although abstaining from alcohol completely is the healthier option, there are benefits to stopping for a period of time. These benefits extend to both physical and mental health. It provides an opportunity to reset after the often-indulgent holiday season. Participants frequently report better sleep, increased energy, and increased mental clarity as they eliminate the negative effects of alcohol on the body and brain. Dry January can also lead to weight loss by reducing empty calorie consumption and encouraging healthier habits. Taking a break from drinking often allows someone to reflect on their relationship with alcohol. This could lead to long-term changes in one's drinking habits. Financial savings and improved mood are additional perks, making Dry January a beneficial exercise in self-care and wellness.

Local 201's Employee Assistant Program (EAP) is here to confidentially support our members who may have personal and/or work-related problems which may be affecting mental and emotional well-being such as stress, grief, problem gambling, substance use disorders, relationship and family problems. It is a work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services. If there is something preventing you from being your best self, please reach out. I am available at both the union hall and the medical center. If anyone would like to speak to me, I can be reached by voice or text at 339-338-2508. I can also be contacted by email at dwhite@local201iuecwa.org. Laura O'Neal our Optum on-site dedicated workplace consultant for EAP services can be reached at 763-330-4942. **All communication is strictly confidential.**



LPS/M&E Report

By JOHN LEIGHTON

Crafts Executive Board

The rollout of "Workday" by the Company has been a disaster thus far with the Hall being inundated with calls from members who are unable to view or print their pay stubs.

The Company failed to post any information on how to do so. When information did hit the floor there were still problems. As they made changes to "fix" problems it seems those fixes created new issues. I encourage

anyone who is having problems viewing their pay records to go to HR and have them print one out for you.

Word coming from all around the Plant is that the Company is pushing all rules to be enforced to the Letter. They started with the Attendance Policy and Safety Shoes and Safety Glasses. They are now focusing on Break times and Lunch. The Crafts Team regularly postpones breaks and lunches in the middle of a task to "keep the flow" or complete the job in a more efficient manner. "To the Letter means stop what you are doing, do everything needed to make your job site SAFE and take your brakes and lunches in the allotted time periods.

In Solidarity,
John



LCM Executive Board

By CHRIS MOODY

Hello Brothers and Sisters!!!

Let me start off by wishing all of you a Happy New Year! I hope the holidays treated you all well and that everyone made the most of a little extra time off. Above all else I hope you are all well rested because it's gonna be an important year for us here at Local 201. We are 6 months out from contract time and as I've been saying, things are sure to start heating up! Fliers have begun circulating around the shop floor from our organizing committee captains highlighting our soon-to-be-billionaire CEOs \$300 million stock payout. Also, a breakdown of what an equal distribution of revenue would look like had we all gotten a fair piece of the pie. One thing I struggle with most, is trying to understand why any one person deserves that level of pay? Basically, what this piece of paper should do is piss everyone off. I don't mean go yell at your Cell Leader or Business leader. They're useless when it comes to contract. What it should do is piss you off enough to be ready

for a fight with those at the top eating steak and lobster off the back of our labor. You can sit here and stress the importance of the CEO position, but you'd be hard pressed to convince me that his importance equals \$300 million while the majority of members live check to check and continue to struggle living in the most expensive time in history. This is aerospace manufacturing, no workers mean no products, no products mean no business and, well, no business means no unreasonable payouts. We are the foundation; nothing happens without us so corporate heads can ride their high horse and feed us their sob stories at contract time but its all BS. Its never had anything to do with not being able to afford higher wages for the hourly workers, it's always been about "how much do I deserve and then how many crumbs should I leave behind to distribute to the real workers of this company?"

If you haven't noticed, and I'm sure a lot of you haven't since its borderline inaccessible.

GE Aerospace now has a new website as HR Central has replaced One HR. Quite the rollout, wasn't it? Error messages, indecipherable pay stubs (when you can actually find a pay stub), being prompted to download apps only to find that once downloaded you can't navigate the actual website anymore. The list goes on and on and like any normal functioning company would do, GE told nobody about this. It was a slight mention during a step 2 that there would be a new site, which was in response to a question about One HR, meaning that if the question hadn't been asked then there would have been zero mention of it. When asked for details, none were available. Fast forward 3 weeks and here we are, trying to make sense of our checks only to realize that its quite a daunting task compared to all of 14 days ago. Speaking of checks, if you are running into any issue getting your payments from Sedgwick then please reach out to me so I can look into it. I wish I had some solid news for the membership as to what happened there, but the Company is pointing their finger at Sedgwick while Sedgwick points their finger at the Company. One side says they released the funds, while the other says they never received them. I would say it's probably Sedgwick's fault due to their impeccable history, but with the new site

rollout it's hard to decide who's telling the truth. When that happens, it's nearly impossible to get to the bottom of the root cause of the issue. It's just one party blaming the other.

I am glad to inform everyone that the CNC training school has hit the upgrade system! If you've been waiting for it to come back around or are new and are eligible, then definitely put in for it. Its an excellent opportunity to gain skill and knowledge when it comes to running machines and very well could set the stage for the rest of your career. I've seen nothing but success from the previous graduates of the class and fully expect that result to continue. Its things like the lack of the CNC class and Weld Pilot Program that have been extremely detrimental to our success over the last few years. My hope is to see them continue for years to come.

With it being the start of the new year, news has been slow, but I do expect everything to get right back up to speed soon enough so I can report out on each plant next month.

That's all I have for this month and as always, if you run into any issues or have any concerns then please feel free to reach out to me directly or down the hall and lastly, I hope all you members of Local 201 have a safe, happy and healthy 2025.



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AS THE ROTOR TURNS

By BOBBY ELDRIDGE
LAT&O/Logistics Executive Board

I hope everyone enjoyed a safe and Happy New Year.

The Company is writing members up for everything, so if you got away with something last year doesn't mean you're going to get away with it now. If the Company wants to write you up, go see a steward and don't go in there by yourself because the Company might not be able to issue you that contact. Don't just take it because you don't want the union's help.

Lato

The Company issued the Union a farmout notice for 36, 701 stage D's stage 1 Blisks warranty work to go to Strother. The Company claims that Strother is better equipped to do the work but had no problem taking the work on when they needed the base hours. I think they just want to unload any work that takes too much time and don't want to pay overtime.

Logistics

It seems like there are a lot of retirements out of building 63 which means that there are going to be shift polls happening more frequently. I hope the Company is doing them right. Also, there is going to be a Blueprint and Shop Math class starting in the first quarter. Keep your eye out for it.

Hope to see you around the shop.

Bobby

President's article continued from page 12

Jerry Carney, and Corporate UR Reps and happen about 4 times a year. If a settlement is not reached at that level, depending on the circumstances of the grievance such grievance may be referred to arbitration (third party judge that rules on the grievance) OR the local may place the exhausted grievance in the "Strike Bank", which is exhausted grievances we have the right to strike over. Sometimes GE HQ sends a grievance back to Step 2, which is usually a "win" for the union that requires making a settlement back in Lynn. If a settlement is reached, back to step 3 and on from there.

GE Step 3 Meeting in Cincinnati, December 2024

Chris Moody and I represented Local 201 at our last Step 3 meeting and argued 13 grievances. At this point it looks like 4 cases will be submitted to the GE Conference Board for Arbitration. 5 grievances were returned to the step 2 level. We already settled a couple of those (both Management doing bargaining unit work grievances where members will be paid). We had 4 grievances related to the Company violating the National Contract, Layoff and Transfer Supplement, Crafts Agreement, and the NLRA when the company refused to name ONE unit manager for the LCM -Machine Services Group or who would have authority on the company side to negotiate

over 21 day notices. As a result of those grievances: A unit manager WILL be named for Lay off and Transfer for LCM - Machine Services. We are waiting for the Company to pick a name. Additionally, the Company's official position on 21-day notice is now that the management personnel that serves the notice has authority to bargain. Therefore, they must fulfill all legal bargaining responsibilities and if they don't notify the hall charges may be filed. Good enough!

FleetLogix Contract Bargaining Update

On January 8th we had our 10th bargaining session with the Company, and another is scheduled for January 16th. Members kicked off the union organizing drive at FleetLogix by circling a petition demanding to go from ZERO to SIX paid holidays. Management called workers into a room and begged for a "chance" to change before voting for the Union last March. After many months of bargaining, we've made good progress in general - but the Company is still offering less than 6 paid holidays in the contract, we need to stay united. The Company still has the "chance" to listen to their employees. We demand 6 paid holidays, a general wage increase after years of no raises at minimum wage, and a fair contract.

Business Agent's article continued from page 12

when safety hazards come up and to be a squeaky wheel. Don't do anything that could pose a health or safety hazard to you or your fellow coworkers, don't just brush it off, don't just accept the poor conditions, and if you are injured for any reason, raise the flag immediately!

Bargaining Session 10: We met with the Company on January 8 for a full day of negotiations. A major highlight from our meeting was the tentative agreement of a complete Steward article. This language would provide the tools to the Union and to the Stewards to uphold the contract language by providing them with the time to investigate and document. This was not a controversial piece of language, but it was an incredible milestone to reach. The Bar-

gaining Committee is actively working towards wrapping up several other major pieces of fundamental language such as the grievance procedure and the working hours language. On our next bargaining session, which will be held on January 16, the Company should provide us with updated responses on several proposals.

Stay vigilant, stay warm, and stay ready! Your contract is taking shape!

ABG Report

It was a somewhat quiet end of the year for us at ABG, the usual issues came up, and our stewards did their job to look out for the group. However, I am picking up a more concerning attitude from the Company and its managers. While I am still new to this po-

sition, I have noticed that attitude which they have taken towards our members seems to be shifting, and the instances of favoritism, heavy-handedness, and outright disrespect are now part of every complaint and grievance. I have given the Company the benefit of the doubt several times when addressing these situations, but as they continue to come up time and time again, it becomes clear that this is not just ignorance of the situation, it is a willful approach.

There are several fundamental issues that have become the norm for the Company and that we will continue to investigate in an effort to rectify them and properly uphold our contract. To that effect, and with great pleasure, it is my honor to announce that the Chief Steward

Position for ABG has been filled by our own Samantha Sanchez. Sam currently works the overnight shift as an RSA and has served the membership as a steward for several years. I would like to thank Sam for the incredible assistance she has provided so far and for stepping up, I look forward to working by her side as we continue to hold the line. You can all look forward to hearing from Sam in future reports.

ABG Leave Procedure

Step 1 – Alert Manager of dates to be missed.

Step 2 – Call UNUM (866-779-1054) Follow any directions / provide requested paperwork. UNUM will alert you of approved dates.

Step 3 – Apply for paid leave from the state – www.paidleave.mass.gov



Business Agent's Column

By JEFFERSON CRUZ RUALES
Business Agent

Happy New Year

Last year was spectacular, I talked it all up in my last article. This year there are multiple battles coming our way. The Veolia contract expires on April 30, Top of the Market Negotiations have just started, and Market Base Wage will follow closely, and the big one, GE contract Expires on June 22. That is just half the year! That means that between now and then we will have several opportunities to flex our muscles, and fight and win improvements in our working conditions and our lives. This year I look forward to serving you all in this role, and to our continued growth and success as a union.

GE Report

New Year new problems. The administrative issues are all over the place, Sedgwick, Alight, Workday, Payroll, HR, UR, who talks to who... who pays who... payment is delayed... they said they paid... but the funds didn't get disbursed... this is a big issue!... this is not a big deal... growing pains... etc. To say the least, the rollout of several administrative changes has been less than perfect and now our members are facing the consequences. It seems like every day we hear of new situations that the Company could have prepared for, but in reality, had no idea to even consider.

As our membership faces these challenges, we will need to get as much information from you all to make sure that nothing falls through the cracks. If you are still having issues accessing your check, if your payments are incorrect, if your information is incorrect, if Sedgwick is saying one thing and it does not reflect, or if you notice something that has not been brought up before, first reach out to the HR team, then follow up with your union steward or board member.

FleetLogix Report

Frozen lots and broken promises. As snow fell and froze solid on Christmas Eve, our members were once again forced to traverse the tundra that can be the parking lots we work at, with several instances of people slipping and falling. As always, the corporate level of the Company is oblivious to the real conditions on the ground, and when this was brought up to the Company through various channels, the first response almost every time was "well, did they wear their ice cleats?" But the reality is that not only was there only a handful of cleats available, but these have proven to be ineffective time and time again. Instead of attempting to address the hazard their first reaction was to shift the blame onto the employee. This was a situation that could have been avoided altogether if there was any kind of proactive action on the Company to protect their employees with either sand, salt or snow removal.

We know this will continue to be an ongoing issue and we will continue to monitor it and work towards putting pressure on the Company to provide the appropriate working conditions and PPE. We need each and every one of our members to remain vigilant

continued on page 11

**Thursdays are Union T-Shirt Days.
Show your Solidarity
and wear your Union T-Shirts**



President's Column

By ADAM KASZYNSKI
President

GE Workers Demand Accurate Pay and Pay Stubs

Workers across multiple GE's are reporting issues with the new website and payroll system: "How do I view my pay stub?" "We're confused about how the new stubs list and account for OT rates and hours." "I wasn't paid for PFML in December". "Why isn't my LTDI deduction listed on my check?" I work a lot of OT, and I took 8 hours vacation and I cannot verify I was paid the contractual 9.6 hours for 8 hours vacation". "I got paid less for my sick time than usual". "My Medicare deduction /taxes changed". "The website changes by the hour and now ___ doesn't work". "My 2nd check after Christmas was short and my credit card bill is due before the next pay period." "I took PFML on either side of a holiday and they didn't pay me the PFML, and didn't pay me the holiday because I was marked absent, merry f**king Christmas".

While GE transitions all of this tech and HR software it's important all members check their pay stub and make sure it is correct. You won't know if you've been screwed unless you review your pay stub. If you are having trouble viewing your pay slip there are some instructions up at Local201.org – the Company hasn't bothered putting any instructions out on the floor. If you notice any issue, see your steward and demand the boss contact payroll to get it fixed. You have a right to see your pay stub and the Company is obligated to provide it to you. If you have any trouble accessing your pay stub, walk over to 74a 2nd floor and see an HR person and ask for a print out of your pay stub.

The Company is encouraging members to come to the employment office and ask their questions and get things fixed. If they are not fixed within the affected pay period, file a grievance with a steward.

GE did a terrible job rolling out these new systems. This is people's livelihoods. People are bouncing checks, pushing off credit card payments, and borrowing from 401ks. The CEO is on track to become a billionaire. Shows where the Company's priorities are. This is despicable. Way to kick off the contract year, GE.

Life of a GE Grievance: Steps 1,2,3

When a grievance is filed by a steward (Step 1), the foreman is required to answer within 24 hours, if they need more time, they must let the steward know within that 24 hour window, if they do then the foreman has up to a week to provide an answer. If the steward asks for a written answer, the foreman must provide one. If the grievance is not settled at step one, the steward submits a step 2 grievance to the GE Board member (John Leighton/LPS/M&E, Bobby Eldridge/LATO & Logistics, or Chris Moody (LCM). Every Wednesday the full GE grievance board (consisting of the 3 GE Board members + President, Business Agent, and VP) and the Board reviews grievances and takes a formal position and votes whether or not to submit that grievance at the step 2 level. Step 2 is argued every Thursday between the GE Grievance Board and local Union Relations and HR reps, LATO/Logistics/LPS/M&E on one week and LCM the next week. The Company has a couple of months to give a final step 2 position unless the Union finds it in our best interest to grant an extension. If settlement is not reached, the GE Grievance board can vote to send to Step 3 (Head quarters Level). Step 3's are argued by a representative or two of the 201 GE Grievance board (typically the BA), the GE Conference Board Chairman

continued on page 11